



# A VIEW FROM FEW

## AN ORGANIZATION FOR OPPORTUNITY AND EQUALITY FOR WOMEN IN GOVERNMENT

Space Coast Chapter, Kennedy Space Center, FL

March, 2002



### PRESIDENT'S MESSAGE Connie Dobrin

A bumper sticker I saw moons ago read, "If you think education is expensive, try ignorance." Have you ever gotten up in the morning, looked in the mirror and said, "I think I will make a mistake today?" Do you know anyone who says that to themselves? I believe people want to be the best they can be every single day. Errors are, unfortunately, part of being human.

Increasing our knowledge is an extremely effective way of avoiding costly mistakes. FEW supports education. Our local seminar is March 6th and 7th and I am looking forward to seeing our members take advantage of this excellent training. Another great opportunity occurs July 22-26 in Orlando at The Rosen Centre Hotel. Our chapter is overseeing the 33<sup>rd</sup> National Training Program for FEW entitled, "Magic and Space – Dreams in Progress." All FEW members and friends are encouraged to support this event. Now is the time to submit your training request.

While federal agencies have stepped up their efforts to recruit women and minorities, the higher echelons of government still tend to be dominated by white males, according to new data from the Merit Systems Protection Board. "Social equity" in the federal workplace is hard to define, because it entails more than just diversity. Breaking down barriers to social equity requires more than just hiring and promoting women and minorities. Equity is not just numbers, it's a set of values; it's behaviors; it's perceptions.

Women need to take advantage of training opportunities and reach for the stars. It's up to

#### SPACE COAST CHAPTER, FEW 2001 – 2002

##### Officers and Committees

President	Connie Dobrin
Finance	Karin Biega
Newsletter	Sharon White
NTP/RTP Planners	Barb Powell/Dawn Partlow
Nominations	Arden Belt
Parliamentarian	Carolyn Burnham
President Elect	Barbara Powell
Seminar	Becky Fasulo
Compliance/Diversity	Sue Gaines
Webmaster	Debbie Ward
Vice President	Dawn Partlow
Programs/Publicity	Jean Grenville
Community Outreach	Aneta Ott/Patti Rissman
Bylaws	To Be Assigned
Treasurer	Muzette Fiander
Membership	Clara Anderson
Environmental	Valarie Franklin
Sunshine	Christy Vanasse
Secretary	Suzanne Worland
Scholarships	Jane Eitel
Legislation	Vickie Hall
Historian	Carolyn Burnham
Past President	Aneta Ott
National Legal Chair	Karin Biega
NTP 2002 Chair	Clara Anderson
Regional Awards	Becky Fasulo
Regional Nominations	Jane Eitel
Regional Legislation	Vickie Hall

us. Statistics show that the higher the grade level, the more apt the government is to hire a white male. We need to make a difference. The Federal Women's Program Working Group (FWPWG) will be addressing the promotion problems of women in the KSC workplace. More information will follow, as the data is available.

It is important for women to mentor each other. Please attend the FEW seminars and meetings. Let's help make our goals a reality.

### **MEMBERSHIP COMMITTEE** *Clara Anderson*

All memberships renewals were due by February 1, 2002. Your membership dues may be charged to your Master Card or Visa. Information necessary to charge your membership dues is on the annual renewal form – contact me if you wish to charge your dues. Please send your check or renewal form with credit card information to our Treasurer, Muzette Fiander at TA-E1. I have sent out renewal notices to everyone, and I'm happy to say that 69 percent of our membership has already renewed. Zoa Dodd and Sandy McCandless have returned to our chapter as well. Welcome back.

We are truly glad to have our members support our Chapter and if anyone has any questions, call Clara Anderson at: 321-639-3154 (voice); 321-638-4228 (fax) or E-mail cmanderson8@cfl.rr.com

~~~~~

### **Do You Know?**

For cut flowers to survive, they need sugar for nourishment and an acidic ingredient like lemon-lime soda or an aspirin, which allows the flowers to more easily absorb water. A drop of bleach prevents bacteria from growing.

~~~~~

### **POLLEN ALLERGIES - INSIDE and OUT**

Submitted By Vickie Hall

Many people who suffer from grass or pollen allergies are told to stay indoors, especially when pollen counts are high. This is good advice, but only if your house is cleaned regularly. A German study published in the medical journal Allergy found more than 90% of 454 homes evaluated had grass-pollen allergens in dust collected from children's rooms and living rooms. An allergen is a substance that triggers an allergy. Additionally, the allergen levels were 80% higher in homes that were vacuumed weekly as opposed to daily. If you suffer from grass or pollen allergies, dust and vacuum daily. However, you should avoid doing the cleaning yourself as that may spread allergens into the air, thus triggering an allergic reaction. (Yes! You really can say you are "allergic" to cleaning!!!)

[M. Ellman from Emazing Health & Fitness Tips]

### **PROGRAM COMMITTEE** *Jean Grenville*

The 23rd Annual Seminar on March 6<sup>th</sup> and 7<sup>th</sup> will be our program for this month.

The annual Space Coast Chapter Membership Meeting will be held at Kelsey's in Port St. John on Tuesday, April 23, 2002, gathering between 4:30 and 5:00 p.m. Refreshments will be provided and door prizes awarded. There will be a short program. This is an opportunity to bring a friend who might be interested in joining FEW or bring someone who hasn't been coming regularly. We would love to see you!



**SUNSHINE**  
*Christy Vanasse*

The following members have birthdays this month:

Clara Anderson	3/1
Jane Eitel	3/14
Jean Grenville	3/29
Karroll Purer	3/28

**Happy Birthday!**

Our Chapter would like to continue to remember our FEW Sisters Birthdays as well as any other significant events in our members' lives, so please send information to Christy Vanasse at [Christy.Vanasse-1@ksc.nasa.gov](mailto:Christy.Vanasse-1@ksc.nasa.gov).

Also, if your big day comes around and it is not noted in the monthly Newsletter, please let Christy know.

### **GOVERNMENT NEWS & LEGISLATION**

***Vickie Hall***



#### **MSPB'S ASSESSMENT OF FEDERAL MERIT PROMOTION PROCESS MIXED**

A recent report from the Merit Systems Protection Board (MSPB) concluded that despite the high price tag of the merit promotion process - approximately \$238 million annually - many federal supervisors, employees, and union representatives do not believe the process is worthwhile, albeit for different reasons. The merit promotion process requires that employee promotion decisions be made on the basis of relative ability, knowledge, and skills, after a fair and open competition. Many federal supervisors responsible for filling vacancies, however, found the process time-consuming, costly, and in some cases, reported that it hampered their ability to make the best selection. Employees and union representatives believed that the process did not result in the best person being selected for the job because they claimed that factors other than

merit - such as loyalty to the supervisor or connections to other important people in the government - were the most important factors in determining who was promoted. The report makes several recommendations for improving the merit promotion process. These include increasing the use of merit-based but non-competitive alternatives, such as making greater use of career ladder promotions and promotions by an accretion of duties; expanding the use of broadband pay systems; and allowing managers greater authority to promote employees in their organizations without using formal competitive procedures. The report, entitled "The Federal Merit Promotion Program: Process vs. Outcome," is available from the MSPB's website (<http://www.mspb.gov>). Look under "Studies."

#### **THE LEAVE TRANSFER PROGRAM IN A NUTSHELL**

In response to numerous inquiries from our readers, we're offering some information this week about the leave transfer program. By law, federal employees are permitted to donate annual leave directly to another federal employee who has a personal or family medical emergency, and who has exhausted his or her available paid leave. While there is no limit to the amount of donated annual leave a federal employee may receive from the leave donor(s), any unused donated leave must be returned to the leave donor(s) when the medical emergency ends. There are certain limitations on how much annual leave can be donated as well. The rule is that in any leave year, an employee may donate not more than one-half of the amount of annual leave he or she would accrue during a leave year. For employees with "use or lose" annual leave, the employee may donate the lesser of either (1) one-half of the annual leave he or she would accrue in a leave year, or (2) the number of hours remaining in the leave year for which the employee is scheduled to work and receive pay. Each agency is required to administer a voluntary leave transfer program for its employees, so if you have further questions about your agency's leave transfer program, contact your agency's Human Resources office.

## AFGE UPDATES ITS FEPCA CALCULATOR WITH 2002 PAY RATE INFO

The American Federation of Government Employees (AFGE) has updated its online Federal employees Pay Comparability Act (FEPCA) calculator to include the new 2002 pay rates. Federal employees can enter their geographic location, grade and step to determine what their annual salary would be if FEPCA had been fully implemented. AFGE says that it put the FEPCA calculator online to illustrate that the pay of federal employees continues to fall farther and farther behind private sector pay. The calculator can be accessed by going to <http://www.afge.org>.

## BUSH'S FY03 BUDGET PROPOSES 2.6% FEDERAL PAY RAISE

In the recently released fiscal 2003 budget request, President **Bush** proposed a 2.6 percent average pay increase for all Federal civilian employees while asking for a 4.1 percent raise for military personnel. This marks the second consecutive year that the **Bush** Administration is calling for a break in the traditional pay parity between Federal workers and members of the uniformed services.

Although parity between the two raises is being sought by select Members of Congress, the White House believes that due to the current war in Afghanistan, the military should receive a higher pay raise. "We do believe that a distinction can and should be made between people in harm's way at a time of war," said Office of Management and Budget Director **Mitch Daniels**, "and therefore, feel it's entirely appropriate that there should be some additional compensation for uniformed personnel."

U.S. Representatives Connie Morella (R-MD), Albert Wynn (D-MD), Steny Hoyer (D-MD), Frank Wolf (R-VA), Tom Davis (R-VA), and Jim Moran (D-VA), and Delegate Eleanor Holmes Norton (D-DC) have sent a letter to President Bush asking for parity between the civilian and military pay raises. In addition Rep. Hoyer (D-MD) testified last week before the House Budget Committee and raised the point that most Federal civilian employees are contributing to the homeland defense effort. In the Senate, Sen.

Daniel Akaka (D-HI) made a floor statement to the same effect, highlighting the fact that since 1981, except in a few instances, there have been equal pay raises for the military and the civil service.

The lower pay raise for Federal civilians is also seen as a deterrent to recruiting more people into employment with the Federal government because of public-sector salaries that are already lower than their private-sector counterparts.

## NEW MERIT PRINCIPLE STANDARDS RELEASED

In the President's FY 2003 budget, the Administration focused on performance budgeting as a method to evaluate Federal agencies' goals and efficiencies. In a memorandum last month to agency and department heads, Office of Personnel and Management (OPM) Director Kay Coles James asked that each department and agency develop an internal accountability system that is consistent with the newly issued Human Resources Management (HRM) Accountability System Standards.

"The purpose of an accountability system is to ensure that human resources are strategically aligned to support the mission, and that HRM programs are effective and HRM processes efficient," said James in the memo. "At the same time HRM policies and practices must uphold the merit values that underlie our Civil Service." The new initiative is in support of the President's Management Agenda, and in particular the goal of improving strategic management of human capital. Currently, no agency has received a green light in the area of human capital management as part of the Executive Branch Management Scorecards included in the President's fiscal 2003 budget proposal, where agencies were assessed green, yellow or red scores in each of the five management areas laid out in the President's management reform agenda. In January 2001, Executive Order 13197 clarified that all Federal agencies, even those exempt from Title 5, must follow the merit systems principles of fairness, objectivity, and efficiency. The order requires that agencies

provide OPM with workforce information to ensure that agencies are following the merit principle guidelines. For more information on the new standards, go to: <http://www.opm.gov/account/rulex.htm>.

## Question of the Month

### What Are the Seven Foods You Should Be Eating?

You can decrease your risk of getting diabetes, in addition to preventing heart disease, cancer, obesity, and hormonal imbalances by simply adding healthy foods to your diet.

While its nearly impossible to come to a consensus on the healthiest foods, a study published in the Journal of the American Medical Association found people who ate more of the following foods had a 30 percent lower risk of death from all diseases.

**GARLIC:** It's the most powerful ailment fighting food on the planet. Garlic's greatest practical value is its antiviral property; it kills most viruses responsible for colds. James North, PhD, a microbiologist at Brigham Young University, says, "Eat garlic when you feel a sore throat coming on and you may not even get sick."

**GREEN TEA:** Researchers from the University of Kansa recently measured the antioxidant content of green tea and found it is roughly 100 times more effective than vitamin C and 25 times better than vitamin E at protecting cells from damage believed linked to cancer and heart disease.

**EXTRA VIRGIN OLIVE OIL:** The polyunsaturated fats in most vegetable oils, such as corn oil or soy oil, lower the LDL (the bad cholesterol which tends to clog your arteries) but also lower the HDL (the good cholesterol which tends to clear your arteries). Olive oil works its magic by lowering your LDL without affecting your HDL.

**RED GRAPES:** Research has verified a moderate consumption of red wine increases

longevity. It has the powerful antioxidant in red grapes called bioflavonoids.

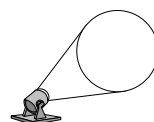
**WHOLE GRAINS:** Eating whole grains increase longevity as they stabilize blood sugar and insulin levels. Best sources are cereals with at least 5 grams of fiber per serving or multigrain breads such as rye, pumpernickel, or whole wheat or whole oats.

**WATER:** While water isn't a "food" it is the single most important ingredient for a long and healthy life.

And my personal favorite –

**CHOCOLATE:** The mental health properties of "comfort foods" should never be underestimated. In 1788 Francis Victor, MD, declared, "Chocolate calms the fever, nourishes the patient, and tends to restore him to good health."

Eating more healthy foods –while moderately indulging in comfort foods—is a healthier and more balanced way to improve your overall well being.



### "Prelude to 2002 Magic & Space – Dreams in Progress" 23<sup>th</sup> Annual Seminar

**March 6 and 7, 2002  
Holiday Inn, Cocoa Beach  
Becky Fasulo, Chair**

Everything is coming along as planned, and by the time you read this we will be past the point of no return! The registration packages have all been distributed. If you have not received one from the Chapter or from your training coordinator, please email me ([Rebecca.Fasulo-1@ksc.nasa.gov](mailto:Rebecca.Fasulo-1@ksc.nasa.gov)) and I will make sure you get one. Registrations are coming in daily. Notices are appearing in the Countdown and Daily News, as well as other publications. FWPWG has a wonderful speaker for lunchtime. Please

encourage your co-workers and friends to attend. We have an excellent choice of workshops and I sure there is something for everyone. Also, this training is open to men as well as women, so encourage everyone to attend. We are not only partnering with FWPWG, but also having this as the “Women’s History Month” celebration. For additional info, contact: [Rebecca.Fasulo-1@ksc.nasa.gov](mailto:Rebecca.Fasulo-1@ksc.nasa.gov) or 867-4436.

*There are no mistakes, no coincidences. All events are blessings given to us to learn from.*  
*Elizabeth Kubler-Ross, famed author of “On Death and Dying”*

#### CALENDAR OF EVENTS

##### March

- 4 Seminar Folder Stuffing – FEW Office/Hq
- 6-7 23<sup>rd</sup> Annual Seminar – Holiday Inn, CB
- 16 KSC All American Picnic

##### April

- 23 Membership Meeting

##### May

- 2 International Space Day

##### July

- 22-26 National Training Program - Orlando



Please remember Jean Grenville and Christy Vanasse as they face the days ahead having to deal with the loss of a loved one. Jean lost her stepsister and Christy lost her father. Please keep them in your thoughts and prayers.

#### COMMUNITY OUTREACH

**Aneta Ott & Patti Rissman**

##### **March of Dimes**

Last year the Chapter participated in the March of Dimes Walk America at Lori Wilson Park, Cocoa Beach. The FEW team had 13 walkers present! We are in hopes to do it again this year with many more volunteers. The March of Dimes sponsors several events each year to raise monies to fund research to save babies born prematurely and babies who struggle just to stay alive. Our team goal was to raise \$500 last year and we surpassed that three times by raising \$1558. This year the march will take place **Saturday, April 20th** at Lori Wilson Park in Cocoa Beach at 6:00 p. m. – until. We are looking for volunteers. There are three ways you can help in this endeavor: 1. you can volunteer to walk (and get sponsors for your walk); 2. you can sponsor someone who is walking; and/or 3. you can get family and friends to sign up as team members, get their own sponsors and walk. Patti and I are looking for all three, so if you can help, please let us know. Aneta will serve as the point of contact and will have the packets for volunteers this week. Please call her at 867-8548 or e-mail [Aneta.Ott-1@ksc.nasa.gov](mailto:Aneta.Ott-1@ksc.nasa.gov).



### **Baxley Manor** (Aneta Ott)

As you all know the pick up and delivery for Baxley is usually on the third Friday of the month. Because of the Regional Training Program I will be out of town, so the delivery will be on the 22nd of March. The last couple of months have been scary, things have been slow and I understand, but by the time I made my delivery people came through big time. I am ever so grateful for all that you do and WE thank you so much for your help.

Location update for Aneta: I am now in a new position and my office has moved (may not be the last time). I am now located in Headquarters Building, Room 2507, phone number is the same 867-8548.

### **2002 FEW National Training Program (NTP)**

Clara Anderson

It's official – the 2002 NTP Registration Book is ready to go to print. We plan to have the website up and running in early March with the entire registration book. Registration forms can be printed out and mailed or faxed to us. All information for completion will be on the registration form. It is currently anticipated that books will be mailed to members in April. We have selected the Brevard Achievement Center (BAC), which is a private non-profit organization that provides services, staff and facilities to meet the vocational and social needs of adults with disabilities. They will tab closed the Registration Book, combine our address lists, assure that zip codes are current, print and affix labels, sort and prepare required paperwork, and take to the post office. We then get the much reduced bulk rate.

The 2002 NTP Committee has selected excellent workshops and very qualified trainers. Agency Forums and Pre-conference workshops will be on Monday and Tuesday (July 22 & 23). We will have the FEW General Membership meeting on Tuesday night, followed by our networking reception. We felt it was appropriate to

have a "Hurricane Party" theme to start off our NTP in a casual atmosphere.

The 33<sup>rd</sup> Annual FEW Opening Session will be on Wednesday morning. Fred Soto of Straight Talk Enterprises, is our Keynote Speaker and brings a uniquely positive view of the future into practical application. A major event at this NTP will be the Diversity Luncheon on Thursday. This year's theme is entitled, "Creating Out-of-the-box Magic for Diversity." The Networking Reception, breakfast during opening session and the Diversity Luncheon are included in the registration fee. Convention bags have been ordered.

We are currently working on doing an advance press release to newspapers in all major cities in Florida (Orlando, Tampa, Miami, Jacksonville, Tallahassee and Pensacola) and well as Washington, D.C. We will be contacting the Federal Times and other periodicals. We want to request the assistance of Regional Managers, Chapter Presidents, and members to help us spread the word. We are also going to be working with the Federal Women's Program Interagency Council located in Washington, DC to help us get information to all federal agencies.

The 2002 NTP Steering Committee is rising to the challenge of producing a very successful NTP. Please check the FEW website ([www.few.org](http://www.few.org)) often for up-to-date information. More information to follow...

### FLORIDA UNDER CIVIL STRIFE



### **THE CIVIL WAR AND RECONSTRUCTION - THE ROAD TO SUCCESSION**

After the **Compromise of 1850**, Florida joined the other Deep South states on the slow road to succession. There would be opposition, but with the rise in the North of

the abolitionist movement and the attempt to limit the westward march of slavery, Florida Democrats found themselves allied to the **states rights wing** of the Democratic Party. The Democrats joined the Southern Rights Association.

The Florida Whig Party, which contained many notable planters and businessmen opposed states-rights views, but with the collapse of their party as a national institution in 1856, had difficulty recruiting new supporters. They did form the American Party and came within just 400 votes of defeating secessionist Democratic Governor Madison Starke Perry. Four years later, many of these ex-Whigs backed Constitutional Unionist Presidential candidate John Bell.

Florida's two Senators, David L. Yulee and Stephen R. Mallory were cautious about secession, but neither opposed Perry's outspoken attack on Northern activities. The two major opponents of secession were Key West Judge William Marvin and former Governor Richard Keith Call, who believed a state could not leave the Union. They could not offset rising fear over Northern and abolitionist interference caused by John Brown's raid at Harper's Ferry and the new Republican Party's platform against new slave states.

At the Southern Democratic Convention in June of 1859, the Florida delegation dominated by planters was the only state to join South Carolina to threaten secession if the Democrats didn't openly oppose the antislavery forces. When the National Democratic Convention selected Stephen Douglas of Illinois and a moderate platform, Florida's delegation backed a Southern Democratic candidate for President as the solution.

With the Democrats running three candidates in 1860, Abraham Lincoln and the Republicans won the White House and took control of dozens of Congressional seats held in the North and Midwest by Democrats. South Carolina did not wait to discover what the Republicans would do with Congress, but elected to vote on

secession and called for votes in the other slave states.

Governor Perry called a **convention of secession** in January of 1861 in Tallahassee to decide upon Florida's future. The men who came represented mostly the propertied, conservative order of the state. Of the 69 delegates, 58 were slave owners.

Nevertheless, those who opposed secession as unconstitutional were strong in East Florida and in some large port towns. They tried to delay the vote stating that Florida should wait for the decision of Alabama and Georgia. Many planters wanted Florida to become the second state to secede after South Carolina. When the moderates strategy defeated, only seven delegates voted to delay an early secession vote. Florida voted to secede as soon as the news arrived from South Carolina.

Continue to read about Florida's History in future articles!

### **SPACE COAST CHAPTER NEWSLETTER** **Sharon White**

This monthly publication is a means of sharing information and ideas, please send news articles or items of interest for this Newsletter to Sharon White at QP-ES-A-or e-mail [Sharon.White-1@ksc.nasa.gov](mailto:Sharon.White-1@ksc.nasa.gov)

Please feel free to share this Newsletter with your friends. And for anyone interested, a Membership Application is attached as the last page.



# FEDERALLY EMPLOYED WOMEN, INC.

## Space Coast Chapter 009

### Membership Application

<b>New Applicant</b>		<b>Renewal</b>		<b>Previous Member</b>		<b>Change of Membership Info</b>	
<b>Name</b>				<b>Membership Number</b>			<b>Birth Date</b>
<b>Home Address</b>							
<b>City, State, Zip</b>							
<b>Home Phone</b>							
<b>Agency/Company</b>							
<b>Mail Code/Address</b>							
<b>City, State, Zip</b>							
<b>Work Phone</b>				<b>FAX #</b>			
<b>E-mail Address</b>							
<b>If interested in serving as a Chapter Officer, please indicate which office</b>							
<b>President</b>		<b>President Elect</b>		<b>Vice President</b>		<b>Secretary</b>	<b>Treasurer</b>
<b>METHOD OF PAYMENT</b>							
(Credit Cards only available Jan-Mar)							
<b>Total Amount Due: see schedule below</b>							
<b>Cash or Check</b>		<b>Check No.</b>		<b>Credit Card</b>	<b>Visa</b>		<b>Master Card</b>
<b>Card Number</b>					<b>Expiration Date (MM/YY)</b>		
<b>Print Cardholders Name (as it appears on card)</b>				<b>Signature (Credit Cards Only)</b>			

Please place an X by the month dues are paid and pay the indicated amount.

	Month	Amount Due		Month	Amount Due		Month	Amount Due
	February	\$30.00		March	\$28.00		April	\$26.00
	May	\$24.00		June	\$22.00		July	\$20.00
	August	\$17.00		September	\$15.00		October	\$13.00
	November	\$11.00		December	\$9.00		January	\$7.00

**The National Office requesting the following for statistics only:**

**Position/Title:** \_\_\_\_\_ **Series/Grade:** \_\_\_\_\_

**Circle One:      SES      GM      GS      WG      Military      Other**

Circle if Applicable:      FWP Full-time      FWP Part-time      EEO

#### Demographics

Sex [F/M] : \_\_\_\_\_ Race: \_\_\_\_\_ Years of Service: \_\_\_\_\_ Retired [Y/N]: \_\_\_\_\_

Membership dues are to be paid February 1 <sup>st</sup> of each year. However there is a pro-rated fee schedule for those joining after March 1 <sup>st</sup> . Please contact the Membership Chair, Clara Anderson, 639-3154 if you have questions concerning your dues. <div style="text-align: right;">Form Revised (07/01)</div>
---